

## Emergency Essential Employee's FEGLI Election Opportunity

Public Law 106-398, enacted 30 October 2000, allows Department of Defense employees who are designated emergency essential under 10 United States Code Section 1580 an opportunity to elect Federal Employees Group Life Insurance (FEGLI). If an employee has previously waived FEGLI coverage, P.L. 106-398 allows the employee to enroll in Basic FEGLI coverage. This law does not provide an opportunity for employees already enrolled in FEGLI to increase existing FEGLI coverage.

The employee may review the most recent SF 50, Notification of Personnel Action, item 27 to determine current FEGLI coverage. If the employee has previously waived FEGLI coverage, the code reflected in item 27 will be BO and will state "waived". The employee may also review the current enrollment by accessing the Army Benefits Center - Civilian (ABC-C) <http://www.cpol.army.mil/abc/index.html> select "Benefit Change", next select "Life" and then "Personal Transactions".

If an employee is designated as an Emergency Essential Employee the employee may make an election for FEGLI Basic under this P.L. 106-398 by completing the SF 2817, Life Insurance Election. The employee must complete item 2, date and sign item 3. To expedite processing of the election the following remark, "election made under the authority of P.L. 106-398", should be added in item 6, Agency Remarks. **The SF 2817 must be completed and signed and mailed to the ABC-C for processing within 60 days of the designation as Emergency Essential.** The ABC-C address is: SW CPOC, ABC-C, 301 Marshall Avenue, Fort Riley, KS 66442-5004. The employee will be able to verify that the election has been correctly processed by reviewing a subsequent Leave and Earnings Statement. The effective date of the election will be the day the SF 2817 is received at ABC-C. The automated system will not accept changes to FEGLI based on P.L. 106-398. The employee does not have to be performing the duties described in 10 U.S.C. Section 1580 to be eligible for this election opportunity; the only criterion is that the employee is "designated" as emergency essential under this section. The relevant portion of Section 1580 of Title 10 is provided for clarification.

### **Title 10 Sec. 1580. Emergency essential employees: designation**

- (1) It is the duty of the employee to provide immediate and continuing support for combat operations or to support maintenance and repair of combat essential systems of the armed forces.
- (2) It is necessary for the employee to perform that duty in a combat zone after the evacuation of nonessential personnel, including any dependents of members of the armed forces, from the zone in connection with a war, a national emergency declared by Congress or the President, or the commencement of combat operations of the armed forces in the zone.
- (3) It is impracticable to convert the employee's position to a position authorized to be filled by a member of the armed forces because of a necessity for that duty to be performed without interruption.

Any emergency essential employee who does not currently have FEGLI, should review his or her life insurance policies for clauses that might prevent payment of a benefit to survivors in the event of his or her death while performing the duties described above.

Affected employees may contact the ABC-C at 1-877-ARMY-CTR (1-877-276-9287) for answers to questions regarding eligibility or procedures for making this election.